

WIIIH, WISH, WNDY
EEO PUBLIC FILE REPORT
April 1, 2012 - March 25, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|------------------------------|---|-------------------------------|
| Weekend Anchor | 1-3, 5-7, 10-11, 13-14, 17-22, 25-26, 28-29, 31-34, 38, 40-41, 45, 48 | 22 |
| Executive Producer | 1-3, 6-7, 14, 16-22, 25-26, 28-29, 31-34, 38, 40-41, 45, 48 | 48 |
| Digital Media Manager | 1-5, 7, 11, 13, 16-21, 25-26, 28-29, 31-34, 38, 40-41, 45, 48 | 4 |
| Digital Account Executive | 1-7, 10-13, 16-21, 25-26, 28-29, 31-35, 37-38, 40-42, 45, 48 | 4 |
| New Media Executive Producer | 1-3, 5-7, 10-13, 16-22, 25-26, 28-29, 31-34, 38, 40-41, 45, 48 | 22 |
| Account Executive | 1-3, 5-7, 9-21, 25-26, 28-29, 31, 33-34, 38, 40-43, 45, 48 | 42 |
| Digital Media/Desk Producer | 1-3, 5-7, 10-14, 16-19, 21, 25-26, 28-29, 31, 33-34, 38, 40-41, 45, 47-49 | 47 |
| Sports Reporter | 1-3, 5-7, 9-14, 16-19, 21, 25-26, 28-29, 31-34, 38, 40-41, 44-46, 48 | 9 |
| Traffic Liaison | 1-3, 5-7, 10-14, 17-21, 23, 25-26, 28-29, 31-34, 38, 40-42, 45, 48 | 48 |
| News Director | 1-3, 5-8, 10-13, 16-21, 25, 28-29, 31-34, 38, 40-41, 45, 48 | 8 |
| Digital Account Executive | 1-7, 9-13, 16-21, 25, 28-31, 33, 36, 38-41, 45, 48 | 39 |
| Digital Account Executive | 1-7, 9-13, 16-21, 25, 28-31, 33, 36, 38-41, 45, 48 | 36 |
| Digital Media Director | 1-7, 10-11, 13, 16-21, 24-25, 27-31, 33-34, 38-41, 43, 45, 48 | 27 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|--|--|---|
| 1 | Anderson University Career Development 1100 East Fifth Street Anderson, Indiana 46012 Phone : (765) 641-4196 Email : career@anderson.edu Fax : 1-765-641-3880 Career Development | N | 0 |
| 2 | Ball State University 2000 West University Ave Lucina Hall #220 Muncie, Indiana 47306 Phone : 765-285-2436 Email : clhershman@bsu.edu Fax : 1-765-285-3757 Cindy Hershman | N | 0 |
| 3 | Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-6508 Email : career@butler.edu Fax : 1-317-940-6443 Jeremy Walthall | N | 0 |
| 4 | careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-353-7653 Url : www.careerbuilder.com Email : Fax : Manual posting Rick Bartholomay | N | 11 |
| 5 | Catholic Archdiocese of Indianapolis The Archbishop O'Meara Catholic Center 1400 North Meridan Street Indianapolis, Indiana 46202 Phone : 317-236-1553 Email : Fax : 1-317-261-3375 Joyce Overton | N | 0 |

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|----------------------|--|--|---|
| 6 | Civil Rights Commission Indiana Government Center North 100 N.Senate, Room N103 Indianapolis, Indiana 46204 Phone : 317-232-2600 Email : Fax : 1-317-234-6859 Paula Barnett | N | 0 |
| 7 | Columbus Workforce Development 2320 Midway, Suite 3 P.O. Box 3006 Columbus, Indiana 47202 Phone : 812-376-3351 Email : Fax : 1-812-372-7626 Placement Specialist | N | 0 |
| 8 | Current Employee | N | 1 |
| 9 | Employee Referral Carol Sergi | N | 6 |
| 10 | Equal Employment Office Indianapolis District Office 101 West Ohio St, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Email : Fax : 1-317-226-7953 Phyllis Tucker-Wells | N | 0 |
| 11 | Franklin College 501 E Monroe St Franklin, Indiana 46131 Phone : 317-738-8000 Email : Fax : 1-317-738-8097 Kirk Bixler | N | 0 |
| 12 | Goodwill Industrial Services 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4539 Email : Fax : 1-317-524-4336 Jennifer Long | N | 0 |

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|----------------------|--|--|---|
| 13 | Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : (317)890-3292 Email : Fax : 1-317-898-4397 Ruby Fleming | N | 0 |
| 14 | Horizon House 724 Chestnut St Columbus, Indiana 47201 Phone : 812-376-9710 Email : Fax : 1-812-376-9710 Career Services | N | 0 |
| 15 | Indeed.com | N | 1 |
| 16 | Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46208 Phone : (317) 925-2702 Email : Fax : 1-317-925-6624 Marcia Bennett | N | 0 |
| 17 | Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : http://www.indianabroadcasters.org Email : INDBA@aol.com Fax : 1-317-573-0895 Gwen Piening | N | 0 |
| 18 | Indiana University Graduate Career Services 1275 East Tenth Street Suite 2100 Bloomington, Indiana 47405 Phone : (812) 856-5052 Url : https://gcs.indiana.edu/gcs/ Email : gcs@indiana.edu Fax : 1-812-856-5387 Erik Medina | N | 0 |

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|------------------|--|--|---|
| 19 | Indianapolis Association Of Black Journalists P.O. Box 441795 Indianapolis, Indiana 46224 Phone : (317) 444-4000 Email : Fax : 1-317-444-8558 Michael Dabney | N | 0 |
| 20 | Indianapolis Recorder 2901 N. Tacoma Indianapolis, Indiana 46218 Phone : 317-924-5143 Email : Fax : Manual posting Rickie Clark | N | 0 |
| 21 | Indianapolis Star 307 N. Pennsylvania St. Indianapolis, Indiana 46206 Phone : 1-800-669-7827 Email : Fax : Manual posting Angie Couch | N | 0 |
| 22 | INTERNAL | N | 6 |
| 23 | Internal Candidate | N | 1 |
| 24 | Internet Ad | N | 2 |
| 25 | IUPUI Career Center 801 West Michigan Street Business/SPEA #2010 Indianapolis, Indiana 46202 Phone : (317) 274-2554 Email : Hire@iupui.edu Fax : 1-317-278-1335 Mary Dickerson | N | 0 |
| 26 | Ivy Tech State College Central Indiana Career Services One West 26th Indianapolis, Indiana 46205 Phone : (317) 921-4994 Email : Fax : 1-317-926-9404 Tami Reasoner | N | 0 |
| 27 | Job posting on internet | N | 2 |

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|----------------------|---|--|---|
| 28 | LIN Media One West Exchange Street Suite 5A Providence, Rhode Island 2903 Phone : 401-457-9431 Url : http://www.linmedia.com Email : Dee.Sendrowski@linmedia.com Fax : 1--- Dee Sendowski | N | 0 |
| 29 | LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : wish_tv@linmedia.com Fax : 1--- Claudia Balcewicz | N | 0 |
| 30 | Linkedin 2029 Stierlin Court Mountain View, California 94043 Phone : Email : Fax : Manual posting Brian Mullins | N | 0 |
| 31 | Marian University Career Center 3200 Cold Spring Rd Clare Hall, Room 119 Indianapolis, Indiana 46222 Phone : 317.955.6364 Email : careercntr@marian.edu Fax : 1--- Barbara Benson | N | 0 |
| 32 | Martin Luther King Multi Service Center 40 West 40th Street Indianapolis, Indiana 46240 Phone : 317-923-4581 Email : Fax : 1-317-923-4583 Yvonne Williams | N | 0 |

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|----------------------|--|--|---|
| 33 | Martin University 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3235 Email : Fax : 1-317-543-4790 Vicki Wimbs | N | 0 |
| 34 | Mediabistro/Lost Remote 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : (888) 589-1963 Url : http://www.mediabistro.com Email : Fax : Manual posting Jessica Carlson | N | 0 |
| 35 | networking with Julie Zoumbaris | N | 1 |
| 36 | Other Source Mike Buchler | N | 2 |
| 37 | Recommendation Maggie Summers of Echopoint | N | 1 |
| 38 | Salvation Army 711 E Washington St #-1 Indianapolis, Indiana 46202 Phone : 317-638-6585 Email : Fax : 1-317-685-2461 Larry Scott | N | 0 |
| 39 | Self Referral | N | 3 |
| 40 | Shelbyville Workforce Development Center 425 E. Washington St Shelbyville, Indiana 46176 Phone : 317-392-3251 Email : Fax : 1-317-392-3419 Employment Services | N | 0 |

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|--|---|--|---|
| 41 | Society Of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Email : Fax : 1-317-846-9120 Jim Bernier | N | 0 |
| 42 | Spots-N-Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Email : Fax : Manual posting Emily McKay | N | 1 |
| 43 | Station Website | N | 4 |
| 44 | tvjobs.com | N | 1 |
| 45 | University Of Indianapolis-Career Services 1400 East Hanna Ave Indianapolis, Indiana 46227 Phone : (317) 788-3208 Email : ocs@uindy.edu Fax : 1-317-788-3383 Karen Childers | N | 0 |
| 46 | WEBSITE | N | 1 |
| 47 | WISHTV.COM | N | 4 |
| 48 | wishtv.com/wndytlv.com 1950 N. Meridian St. Indianapolis, Indiana 46202 Phone : (317) 923-8888 Url : http://www.wishtv.com Email : careers@wishtv.com Fax : 1--- Allan Haw | N | 6 |
| 49 | WLFI TV | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 55 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|-------------|--|--|---|---|---------------|
| 1 | 5/9/2012 | Establishment of training programs for station personnel | <p>LinMEDIA hosted a Business Administrators conference for all company business administrators May 9th & 10th, 2012 at company headquarters in Providence, Rhode Island.</p> <p>The 2012 Business Administrators Summit focused a great deal on the LIN Employee Lifecycle and strategy. Valuable information regarding our on-boarding process and how it is important with recruitment was shared, as well as maintaining quality employees. Information was also given on internships and their responsibilities within our organization. The two day summit was a valuable tool in learning different ways to approach the hiring process, as well as learning the company expectations and policies within the organization.</p> | 1 | Business Administrator | 1.00 |
| 2 | 6/1/2012 | Establishment of an intern program designed to assist members of the community | <p>WISH-TV, together with our employment unit, participates each year in our parent company, LINMEDIA's Minority Scholarship and Training program.</p> <p>The company offers two years of paid scholarships and two years of paid internships to outstanding minority students interested in broadcasting and digital media. Students are assigned to various stations for the internships. Upon successful completion of the program, they are offered two years of guaranteed employment with the company and are assigned to the station where they are needed most. WISH-TV participates as a host station on a regular rotating basis.</p> | 4 | President & General Mgr News Director General Sales Manager Community Affairs Director | 1.00 |

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|--|-------------|--|--|---|------------------------------------|---------------|
| 3 | 6/20/2012 | Participation in events sponsored by community groups | LinMedia, on behalf of WISH-TV, and the rest of our employment unit, participated in the National Association Of Black Journalists Convention in New Orleans, LA from June 20th, 2012 through June 24th, 2012. During that participation, job opportunities within WISH, our employment unit and the rest of LINMedia, were shared with potential applicants. | 0 | Corporate Human Resources Director | 0.25 |
| 4 | 7/19/2012 | Participation in Job Fairs | WISH-TV/WNDY-TV participated in the 2012 Indiana Black Expo Career Fair, Thursday, July 19, 2012. We contributed a specified amount for booth rental for the IBE Career Fair, We ran PSA's and placed information on our on-air and website Community Calendars from July 1, 2012 through July 18th, 2012 for the station's Community Of License, and we attended the IBE Career Fair, working in the booth, collecting resumes and interviewing qualified candidates. | 1 | Community Affairs Director | 0.25 |
| 5 | 8/1/2012 | Participation in events sponsored by community groups | We participated with LIN Media in the Unity/Journalists of Color Career Fair from August 1st, 2012 through August 4th, 2012 in Las Vegas, Nevada. During the Career Fair, we shared employment opportunities within the company with potential employees. We also critiqued video of work from potential applicants. | 1 | Community Affairs Director | 0.25 |
| 6 | 10/20/2012 | Participation in events sponsored by community groups | On Saturday, October 20th, 2012, WISH -TV and our employment unit participated in the Indiana Broadcaster's Association's Fall Job fair at the Marriott Hotel North in Indianapolis. Resumes were taken, job applicants were screened and recruited and employment opportunities within the employment unit were shared. | 1 | Community Affairs Director | 0.25 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 3.00 |